

Person Specification

Post Title:	Area Manager		
Directorate:	Generic		
Location:	Headquarters		
Grade:	Area Manager	Date:	April 2026

NFCC Leadership Framework Level: Leading the Service

	Requirements: E = Essential D = Desirable	E/D	Measure (see below)
Knowledge and Experience			
<i>Personal Impact</i>	Proven experience and ability to analyse, interpret and present complex data/issues and matters to a range of audiences both orally and in writing.	E	2
<i>Outstanding Leadership</i>	Proven experience of working effectively and building relationships with the community, community stakeholders, public, private sector bodies and other agencies, and in successful partnership (internally and externally) for collaborative working.	E	1
	A successful track record of engaging and consulting effectively with others, building productive partnerships with team members and key stakeholders.	E	1
	Experience of working strategically, demonstrating a clear vision of the future of the Service, taking into account a wide range of issues.	E	2
	Experience of strategic planning and developing strategic documents.	E	2
<i>Service Delivery</i>	Substantial experience of managing financial, physical and human resources to time, budget and quality outcomes to achieve organisational strategies and objectives.	E	1,2
<i>Organisational Effectiveness</i>	A proven track record of innovation, change management and achievement in strategic activities aimed at continuous improvement of quality services and satisfying customer needs.	E	1,3
	Experience in identifying innovative ways of using technology in order to aid the improvement of processes within the department or Service.	E	1
<i>Job Specific</i>	Experience working at Group Manager level	E	1
	Experience of operational incident command at large and complex incidents in the role of Group Manager (or above).	E	1
	Experience of working within multi agency Tactical Coordination Groups (TCG's) as a Fire Service commander.	E	1
	Experience of working within multi agency Strategic	D	1

	Coordination Groups (SCG's).		
	A working knowledge of the specific legislation applicable to the Fire Service in relation to fire safety and fire service operations.	E	1
Equality and Fairness			
<i>Minimum requirement Particular EO requirement for the post</i>	Security Clearance vetted (Area Manager Support and above only).	E	4
	Sound knowledge of and commitment to Equality, Diversity & Inclusion.	E	1,3
<i>This is law and part 7 of the Code of Practice on the English language requirements for public sector workers.</i>	The ability to converse at ease with members of the public and provide advice in accurate spoken English.	E	2,3
Qualifications and Training			
<i>Academic Professional Job related Vocational</i>	Holds a Level 4 or Level 5 qualification in Leadership and Management (e.g. CMI, ILM or equivalent), or can demonstrate equivalent practical experience at Group Manager level	E	1,4
	Incident Command Level 3 (Advanced Incident Command) qualification; or equivalent practical experience.	E	1,4
	Multi-Agency Gold Incident Command (MAGIC) Qualification	D	1,4
	Incident Command Level 4 (Strategic Command) qualification; or equivalent practical experience.	D	1,4
Skills			
<i>Personal Impact</i>	Highly developed interpersonal skills, (communication, negotiation, influence, persuasion, listening) with the ability to adapt style to the needs of the 'audience'. Sensitive and adaptive to the needs and aspirations of others.	E	2,3
	Highly motivated to take on demanding tasks. Seeks progression with the ability to identify own development needs.	E	1
	Displays ethical standards commensurate with a senior public sector role and is a positive rolemodel.	E	2
<i>Outstanding Leadership</i>	Ability to achieve agreement and commitment from others by gaining respect, trust and confidence of employees, Representative Bodies, the community and other stakeholder.	E	3
	Highly motivated with energy and enthusiasm, personal resilience with a desire and track record of delivery and achievement.	E	2,3
<i>Service Delivery</i>	Highly developed organisational skills to balance competing priorities and to meet deadlines.	E	3
	Takes accountability for own actions and decisions about major risk critical issues.	E	3

	Takes accountability for own actions and decisions.	E	2
	Demonstrates personal credibility and political awareness and sensitivity to support and enact processes at a political level.	E	2
Other			
	Must be willing to undertake a criminal record check.	E	1
	Possess a valid UK, EU or EEA driving license.	E	1
	The post holder will be required to regularly visit a range of locations within Leicestershire.	E	1

Measures

1 = Application Form

2 = Testing

3 = Interview

4 = Other (e.g.: DBS Check/Certificates)